

You can't seem to work problems out with your partner.

Your child's behavior has changed, and you worry about drug abuse.

You wonder if you've been sad for too long.

Your parents can't seem to take care of themselves anymore.

The bills keep piling up and you don't know where to turn.

You need good legal advice.

Your work feels stressful.

You're worried. You've tried to stop drinking or using drugs again, and let yourself down.

**You are not alone.**

The Baystate Employee Assistance Program can help.



## Working Together to Find a Solution

The Baystate Employee Assistance Program works together with people to preserve their health and advance their well-being at work and home.

Visit our website at:  
[www.baystatehealth.com](http://www.baystatehealth.com)  
Search on EAP



Baystate  
Employee Assistance  
Program

[baystatehealth.com](http://baystatehealth.com)

Baystate  Health



**BAYSTATE  
EMPLOYEE ASSISTANCE  
PROGRAM**

NO-COST, CONFIDENTIAL CONSULTING SERVICES

# Working Together to Find a Solution



*Recognizing that we all face a variety of problems in our daily lives, the Baystate Employee Assistance Program (EAP) offers no-cost, confidential, consultation services to employees and their adult family/household members. We want to help preserve your health and well-being.*



## **What is the Baystate Employee Assistance Program?**

Your EAP is a confidential, voluntary consulting service that provides professional help for employees and their families experiencing personal challenges. Sometimes a challenge can become too much to handle alone. It causes pain, affects our happiness and health, our family and our work. Professional consultation can be beneficial at these times.

## **What kinds of problems does the Baystate EAP handle?**

Human problems: Personal and work stress, fears, anxiety, depression, relationship problems, parent/child and elder issues, legal or financial difficulties, and problems caused by the misuse of drugs or alcohol.

## **Is the Baystate EAP confidential?**

Yes. Your Baystate Employee Assistance Program is built on the principle of confidentiality and bound by state and federal confidentiality laws. We keep all records confidential; nothing goes into personnel records. Job security and promotional opportunities will not be jeopardized by participating in the Baystate EAP.

## **Does my supervisor need to know?**

No. Employees are encouraged to seek assistance on their own. Appointments are available before or after work, or during lunch. The consultant and employee can work together to solve a problem with or without the supervisor's knowledge.

## **Do supervisors ever become involved?**

Supervisors are responsible for supervising "on the job" performance, not for assessing an

employee's personal problems. Supervisors may suggest EAP services when they are aware employees have significant personal challenges.

Supervisors may also encourage employees to use the EAP if they have persistent job performance problems. It is the employee's choice to use the program. However, job performance will continue to be monitored, and if performance falls below an acceptable level, the employee will be subject to normal disciplinary action.

## **How does the program work?**

We offer a solution-focused approach towards effectively resolving problems.

For your convenience, the Baystate EAP has a variety of locations in Western Massachusetts. In addition, services are available elsewhere through Baystate EAP Affiliate providers.

## **BAYSTATE EMPLOYEE ASSISTANCE PROGRAM**

For confidential assistance, please call  
**1-800-282-5442**